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CWU Faculty Senate Minutes - 05/18/1977

Esther Peterson

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MINUTES: Regular Senate Meeting, 18 May 1977
Presiding Officer: Helmi Habib, Chairman
Recording Secretary: Esther Peterson

The meeting was called to order at 3:15 p.m.

ROLL CALL

Senators Present: All Senators or their alternates were present except Richard Jensen, Chuck McClure and Ken Winslow.

Visitors Present: James T. Brennan, Marci Baker, Ham Howard, Ed Harrington, Rae Heimbeck, Jay Bachrach, Lou Bovos, Don Schliesman, J. M. Alexander, Jerry Jones, Kris Koski and Kent Richards.

CHANGES TO AGENDA

The chairman suggested the following changes:

1. Under "Communications"

A. Letter from John Ressler was read last week. He requested the letter be attached to the Agenda this week.

2. Under "Reports" add

B. Executive Committee report.

APPROVAL OF MINUTES

The minutes of May 4, 1977 were approved with one correction of the deletion of George Fadenrecht's name as not being present.

COMMUNICATIONS

No communications.

CURRICULUM PROPOSALS

A. Undergraduate Curriculum Committee proposals, pages 468 and 469.

MOTION NO. 1625: Mr. Street moved, seconded by Ms. Lester, to approve the Undergraduate Curriculum Committee proposals on pages 468 and 469. Passed with a unanimous voice vote.

REPORTS

A. Chairman's Report--Mr. Habib attended the Board of Trustees meeting Friday, May 13. The Board approved of all of the Senate's Code changes, except for the recommendation on the section dealing with the Senior Instructor rank category. On that section, since there was disagreement between the Senate and the President, Mr. Habib requested the President to withdraw his recommendation, which he did, and Mr. Habib also withdrew the Senate's recommendation. Mr. Habib informed the Board the Senate would not have time this academic year to consider the President's recommendations relative to Reduction-In-Force Policy as stated in the Code, and was reminded the Senate has only 60 days to come up with their recommendations. Therefore, the new Senate Code Committee will have to begin work immediately to resolve their recommendations on that part of the Code by early October.

Only two nominations have been received for positions on the Executive Committee. One is for Art Keith as chairman; Mr. Vifian has been nominated for Vice Chairman. The Secretary and the two at-large positions are still vacant. Senators are urged to submit nominations for these vacancies, as well as for Chairman and Vice-Chairman before Friday morning.

Pledge cards must be turned in to the Senate office as soon as possible. Mr. Habib has written to all the department chairmen about this and asked that the letter be read to all faculty in their departments.

- B. Executive Committee Report--Mr. Keith presented a brief report and a proposed motion as follows:

MOTION NO. 1626: Mr. Keith moved that the Faculty Senate congratulates Dr. Chester Z. Keller for his selection as Distinguished Teaching Professor and commends him for his dedicated efforts on behalf of the students and of the teaching profession. Passed by a unanimous voice vote.

OLD BUSINESS

- A. Discussion and action on Proposed General Education Program.

Mr. Habib reminded the Senate that Motion No. 1607 is again before them. This motion was to accept the recommendations of the Academic Affairs and Curriculum Committees, jointly, on the General Education Program, with the recommendation for the deletion of the non-written expression portion of the Basic requirements and Religious Studies courses from the Breadth requirements.

MOTION NO. 1627: Mr. Utzinger moved to amend, seconded by Ms. Lester, that the Religious Studies Program be reinstated in the Breadth requirements.

There was a great deal of discussion on the amendment.

Motion No. 1627 voted on and passed by a majority voice vote and 2 abstentions.

Discussion resumed on the main motion, as amended.

MOTION NO. 1628: Mr. King moved to amend, seconded by Mr. Smith, to re-instate the non-written expression portion of the requirement in the Breadth requirements.

There was considerable discussion on the amendment.

Motion No. 1628 voted on and passed by a majority voice vote and one abstention.

Discussion again resumed on the main motion, as amended.

MOTION NO. 1629: Mr. Keith moved for the previous question. Seconded by Mr. Mitchell. Passed by a 2/3 majority vote and 4 abstentions.

Motion No. 1607, as amended, was voted on by roll call vote:

Aye: Duncan McQuarrie, Warren Street, Milo Smith, John Gregor, Wolfgang Franz, Curt Wiberg, Larry Danton, Margaret Sahlstrand, Robert Mitchell, Charles Hawkins, John Utzinger, Corwin King, and Robert Yee.

Nay: Woodrow Monte, Ron Hales, Art Keith, Betty Hileman, Chris Graap, Rosella Dickson, Nancy Lester, Dolores Osborn, Joel Andress, Madge Young, Russell Ross, Dale Samuelson, Kathleen Adams, Larry Porter, Gordon Warren and Frank Carlson.

Abstain: Owen Dugmore, James Brooks, George Fadenrecht and John Vifian.

Failed with 13 Ayes, 16 Nays and 4 Abstentions.

- B. Discussion and action on Honors College Proposal.

Mr. McQuarrie reminded the Senate Motion No. 1610 was made at the last Senate meeting to approve the proposal, and consideration was postponed until this meeting.

Motion No. 1610 voted on and passed with a majority voice vote.

- C. Discussion and action on the Senate Budget Committee's Salary Scale Recommendation.

MOTION NO. 1630: Mr. Warren moved, seconded by Mr. Dudley, that the Salary Scale Recommendation of the Senate Budget Committee be approved. Passed by a unanimous voice vote. Kris Graap abstained.

ADJOURNMENT

The meeting adjourned at 5:00 p.m.

Feb. 1977

FACULTY SENATE MEETING OF

May 18

ROLL CALL

SENATOR

ALTERNATE

☒ Adams, Kathleen
☒ Address, Joel

____ Clayton Denman
____ Cal Willberg

☒ Brooks, James

____ Ed Harrington

☒ Carlson, Frank
☒ Dickson, Rosella

____ Glenn Madsen
____ Imani Mwandishi

~~Dietz, Richard~~

☒ Douce, Pearl

☒ Woodrow Monte

☒ Dugmore, Owen

____ Robert Nuzum

☒ ~~Dundley, Howard~~
☒ Ennick, Robert

____ Ron Hales

☒ Fadenrecht, George
☒ Franz, Wolfgang

____ William Schmidt
____ Jay Forsyth

☒ Gulezian, Allen
☒ Gregor, John

☒ Larry Danton
____ Bill Hillar

~~Draper, Chris~~

☒ Habib, Helmi

~~Richard Dietz~~
____ Don Dietrich

☒ Hawkins, Charles

____ David Kaufman

☒ Hileman, Betty

____ Deloris Johns

____ Jensen, Richard

____ Bonalyn Bricker Smith

☒ King, Corwin
☒ Keith, Art

____ Roger Garrett
____ George Grossman

☒ Lester, Nancy
~~Mahajani, Usha~~
____ McClure, Chuck
☒ McQuarrie, Duncan
☒ Mitchell, Robert

____ Dieter Romboy
____ Robert Yee

~~Richard Dietz~~
____ Max Zwanziger
____ (No alternate)

☒ Osborn, Dolores

____ Blaine Wilson

☒ Porter, Larry

____ Richard Doi

☒ Ross, Russell
☒ Sahlstrand, Margaret

____ Karl Zink
____ Louis Kollmeyer

☒ Samuelson, Dale

____ Richard Gray

☒ Smith, Milo

____ E. Dee Torrey

☒ Street, Warren

____ Phil Tolin

☒ Utzinger, John

____ Chester Keller

☒ Vifian, John

____ Keith Rinehart

☒ Warren, Gordon

____ James Brennan

☒ Wiberg, Curt

____ Thomas Thelen

____ Winslow, Ken

~~Richard Dietz~~

☒ Young, Madge

____ Neil Roberts

~~Yee, Robert~~

VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

James T. Brennan

Marcus Baker

Ham Howard

G. Harrington

Rae Heinrich

Jay E. Bechtel

Louis Boyer

Alan Schlessman

J.M. Alexander

Kent Richard

Last person signing please return to the Recording Secretary.

Gen Ed
proposal

[illegible]

A G E N D A

REGULAR FACULTY SENATE MEETING
3:10 p.m., Wednesday, May 18, 1977
Faculty Development Center
Boatillon Building

- I. ROLL CALL
- II. CHANGES TO AGENDA
- III. APPROVAL OF MINUTES OF May 4, 1977
- IV. COMMUNICATIONS
 - A. Letter from John Ressler
- V. CURRICULUM PROPOSALS
 - A. Undergraduate Curriculum Proposals, pages 468, 469
- VI. REPORTS
 - A. Chairman
- VII. OLD BUSINESS
 - A. Discussion and action on Proposed General Ed. Program
 - B. Discussion and action on Honors College Proposal
 - C. Discussion and action on Salary Scale Recommendation
- VIII. NEW BUSINESS
- IX. ADJOURNMENT

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF GEOGRAPHY

ELLENSBURG, WASHINGTON

63926

May 11, 1977

Dr. Helmi Habib
Chairman
CWSC Faculty Senate
CAMPOS

Dear Helmi:

While the General Education Committee's proposal to once again modify the General Education requirements represents a great deal of thought and effort on the part of the committee members, it will not solve the fundamental problem of general education. Intellectual breadth is not facilitated by forcing students to take a smattering of courses that naively would be intended to lure new majors to the various disciplines. Breadth means breadth and we should either require our students to take at least one course in every academic discipline on campus or else develop a special set of cross-disciplinary courses that will introduce the student to the real range of intellectual opinion, theory, and practice evident in the world. General Education courses may well be the last bastion of liberal education in a curriculum that must perforce seek to train students instead of educating them.

We therefore urge that the Senate reject the proposed changes so that a more satisfactory solution can be reached. We suggest rejection on the following grounds.

1. It unfairly discriminates against those departments that, because of the synthesizing nature of their disciplines, must cross the arbitrary boundaries between Social Sciences, Natural Sciences, and the Humanities. General Education's arena should be the real world of interrelated interdependent phenomena and not that of disciplinary boundaries, petty interdepartmental rivalry, academic myopia resulting from having to share smaller pies.
2. The limited number of courses required to "satisfy" the breadth requirements cannot possibly allow the student to sample the real breadth of intellectual opinion in any one school. The purpose of breadth requirements should be to expose the student to broad, synthesized knowledge that will help him to integrate his unique experiences with the complex generalities of the social, physical, and esthetic structures of the world.

Recommendations of the Senate Budget Committee
for a New Salary Scale and Disposition of Possible Salary Increases

The Senate Budget Committee agrees with its predecessor on the importance of faculty at Central Washington State College being placed on the CFE salary scale submitted to and approved by the Senate last year. The Committee has modified it slightly by factoring a 4% increase into the base salary in line with the proposed budget for this year. Any changes in the amount of funds appropriated by the legislature will naturally mean a recalculation of this scale for the first year.

Assuming that an across-the-board 5% raise amounts to a maximum of \$295,000, the Budget Committee proposes that the money be allocated in the following fashion:

(1) 4% (or 80% of the 5%) should be set aside for salary increments and the other 1% (or 20% of the 5%) should be allocated for merit and promotion.

(2) every faculty member should be put on the scale at the salary closest to but above his or her present salary. Thus, a person now at step 10.5 drawing a salary on the old salary scale of \$15,975 would be placed at step 4 on the proposed scale for a salary of \$16,210. The cost would be \$41,184. Faculty would automatically advance 1 step annually. At the present scale, this movement would cost \$210,302.

(3) after the faculty change to the new scale everyone should receive a raise of one-half step. The cost would be \$87,471.

(4) adjustments as noted below. The cost would be \$91,480.¹

(5) the sum of \$50,000, or 17% of the total allocation, should be reserved for merit and promotion.

¹Since the amount of increase in individual salaries will vary widely with the change to a new scale, lump sum salary adjustments should be made in the first year for practically everyone. The largest salary increase resulting from the change over would be for those faculty now at step 21. Their

salary at the new step of 14 would rise \$376. However, faculty now at step 11.5 on the old scale will see their salaries rise only \$1 as they change. Although there is bound to be some salary inequity at any time the faculty changes to a new scale, the committee, wishing to ease the transition and avoid unnecessary irritation, proposes that all those faculty not having their salaries rise by \$376 be given adjustments for one year or partial compensation. Thus, someone at step 10.5 on the old scale would receive a once-only salary adjustment of \$141 spread over the ten months. Such adjustment would not occur the following years even though faculty at the step 21 to 14 transition would continue to receive the original \$376 increase. It is not a completely equitable arrangement, but the alternative would be to have smaller salary adjustments each year in order to avoid invidious comparisons involving a relatively small sum.

Changing to the new scale and raising each faculty member's salary by one-half, plus adding the above adjustments (which total \$66,400), would leave roughly \$75,000. The committee feels that a more appropriate figure for merit and promotion would be \$50,000, and recommends that the remaining \$25,000 be distributed among all faculty for a lump sum once-only payment of \$66 each. Thus, the total adjustment figure would come to \$91,480.

Normal Salary
Range

Index
Points

Academic Salary
DS- (IP) (PV)

Full step Change Increase
\$ increase % increase

Full Professor

Associate Professor

Assistant Professor

-5	76.4	\$10,320		
-4½	78.7	10,640		
-4	81.0	10,951	622	6.02
-3½	83.3	11,262	622	5.84
-3	85.6	11,573	622	5.58
-2½	88.0	11,898	636	5.64
-2	90.4	12,222	649	5.60
-1½	92.8	12,546	648	5.45
-1	95.2	12,871	649	5.31
-½	97.6	13,175	649	5.17
0	100.0	13,520	649	5.04
½	102.4	13,844	649	4.92
1	104.8	14,169	649	4.80
1½	107.3	14,506	662	4.79
2	109.8	14,845	676	4.77
2½	112.3	15,183	677	4.65
3	114.8	15,521	676	4.55
3½	117.3	15,859	676	4.45
4	119.9	16,210	689	4.44
4½	122.5	16,562	703	4.43
5	125.1	16,914	704	4.34
5½	127.7	17,265	703	4.24
6	130.3	17,617	703	4.16
6½	132.9	17,968	703	4.07
7	135.6	18,333	716	4.07
7½	138.3	18,698	730	4.06
8	141.0	19,063	730	3.98
8½	143.7	19,428	730	3.90
9	146.5	19,807	744	3.90
9½	149.3	20,185	757	3.90
10	152.1	20,564	757	3.82
10½	154.9	20,942	757	3.75
11	157.8	21,335	771	3.74
11½	160.7	21,727	785	3.74
12	163.6	22,119	784	3.68
12½	166.5	22,511	784	3.61
13	169.5	22,916	797	3.61
13½	172.5	23,322	811	3.60
14	175.5	23,728	812	3.54
14½	178.5	24,133	811	3.48
15	181.6	24,552	824	3.48
15½	184.7	24,971	838	3.47
16	187.8	25,391	839	3.41
16½	191.0	25,823	852	3.41
17	194.2	26,256	865	3.41
17½	197.4	26,688	865	3.35
18	200.7	27,135	879	3.35
18½	204.0	27,581	893	3.34
19	207.3	28,027	892	3.29
19½	210.7	28,487	906	3.28
20	214.1	28,946	919	3.28
20½	217.5	29,406	919	3.23
21	221.0	29,879	933	3.22
21½	224.5	30,352	946	3.22
22	228.0	30,826	947	3.17
22½	231.6	31,312	960	3.16
23	235.2	31,799	973	3.16
23½	238.8	32,286	974	3.11
24	242.5	32,786	987	3.10
24½	246.2	33,286	1000	3.10
25	250.0	33,800	1014	3.09